# **Questionnaire: “Influence of marriage on work performance of women employees with special reference to Hinjewadi IT park, Pune.”**

In this study 5 point Likert Scale is used, where**Strongly Disagree (SD)=1, Disagree(D) =2 , Neutral =3, Agree =4 ,Strongly Agree (SA)=5.**

1. **Before Marriage**

**Section: A**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **S.No** | | **Parameters** | **SD** | **D** | **Neutral** | **A** | **SA** |
| **Job Involvement** | | | | | | | |
| 1 | I was able to fulfill all my work responsibilities. | |  |  |  |  |  |
| 2 | I was dedicated to my job even when underheavy pressure. | |  |  |  |  |  |
| 3 | I Succeeded in my role at work place. | |  |  |  |  |  |
| 4 | Focused and invested in work tasks eventhough family issues were disruptive. | |  |  |  |  |  |
| 5 | The demands of my work interfered with my home and family life. | |  |  |  |  |  |
| **Role Stress** | | | | | | | |
| 6 | | I thought of quitting my job due to excessive work. |  |  |  |  |  |
| 7 | | The heavy workload made me completely worn out at the end of the day. |  |  |  |  |  |
| 8 | | The demands of my job made it difficult to be relaxed all the time at home. |  |  |  |  |  |
| 9 | | My work schedule often disturbed my family members. |  |  |  |  |  |
| **Organizational Support and Work Culture** | | | | | | | |
| 10 | | My company had a separate Work- family friendly policy for work life balance. |  |  |  |  |  |
| 11 | | Manager guided me in support of daily tasks. |  |  |  |  |  |
| 12 | | Gave recognition for good performance. |  |  |  |  |  |
| 13 | | Manager was accessible to all employees. |  |  |  |  |  |
| 14 | | Manager was fair to all employees. |  |  |  |  |  |
| 15 | | Manager listened to my work-related problems |  |  |  |  |  |
| 16 | | Manager helped me in making work-related decisions. |  |  |  |  |  |
| **Time spent with family** | | | **SD** | **D** | **Neutral** | **A** | **SA** |
| 17 | | I used to go on vacation / leave with my family members every year. |  |  |  |  |  |
| 18 | | I used to get time to do leisure activities. |  |  |  |  |  |
| 19 | | I used to get too tired to carry on a conversation with my family when I returned home from work. |  |  |  |  |  |
| 20 | | I had not been able to spend quality time with my family. |  |  |  |  |  |
| 21 | | My family disliked how often I was preoccupied with my work while at home. |  |  |  |  |  |
| **Family support** | | | | | | | |
| 22 | | I got required support and cooperation from my family members (Parents and siblings). |  |  |  |  |  |
| 23 | | I used to engage in problem solving with family members to resolve conflicts |  |  |  |  |  |
| 24 | | I felt fairly satisfied with my family life. |  |  |  |  |  |
| 25 | | My involvement in my family had always puts me in a good mood and it helped me to be a better worker. |  |  |  |  |  |
| **Career Management** | | | | | | | |
| 26 | | I got time and opportunity for pursuing advanced professional courses. |  |  |  |  |  |
| 27 | | My family (parents and siblings) supported me for higher studies. |  |  |  |  |  |
| 28 | | I didn’t get time for the higher study due to lack of family support. |  |  |  |  |  |
| **Work Motivation** | | | | | | | |
| 29 | | I always arrived at the office on time and did not leave early. |  |  |  |  |  |
| 30 | | The work that I did was interesting. |  |  |  |  |  |
| 31 | | I was always confident of my abilities to succeed at my work place. |  |  |  |  |  |
| 32 | | I never blamed others. I took responsibility for my part in mistakes. |  |  |  |  |  |
| 33 | | I always expected more accuracy in my own work. |  |  |  |  |  |
| 34 | | I regularlyuse to think/worry about work issues when I was at home. |  |  |  |  |  |
| **Job Satisfaction** | | | | | | | |
| 35 | | I was often bored with my job. |  |  |  |  |  |
| 36 | | I felt fairly satisfied with my present job. |  |  |  |  |  |
| 37 | | Most days I was enthusiastic about my work. |  |  |  |  |  |
| 38 | | I found real enjoyment in my work. |  |  |  |  |  |
| 39 | | I was satisfied from the recognition I got for good work. |  |  |  |  |  |
| 40 | | I was satisfied from the chances of promotion. |  |  |  |  |  |
| 41 | | I was satisfied with the amount of variety in my job. |  |  |  |  |  |
| **Work Life Balance** | | |  |  |  |  |  |
| 42 | | I was able to manage my professional life and personal life |  |  |  |  |  |
| 43 | | I was able to give attention for urgent family or personal issues immediately |  |  |  |  |  |
| 44 | | My organization supported me in terms of combining professional life with family life. |  |  |  |  |  |
| 45 | | I was always able finish my work without pending |  |  |  |  |  |
| 46 | | I was happy to get nice sleep of minimum 8 hours at night |  |  |  |  |  |
| 47 | | I always took my breakfast in the morning without hurry |  |  |  |  |  |
| 48 | | I was satisfied with my weekend shopping and outing with my family |  |  |  |  |  |

**Individual Work Performance**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Task Performance** | | **SD** | **D** | **Neutral** | **A** | **SA** |
| 49 | I managed to plan my work so that it was done on time. |  |  |  |  |  |
| 50 | I kept in mind the results that I had to achieve in my work. |  |  |  |  |  |
| 51 | I was able to separate main issues from side issues at work. |  |  |  |  |  |
| 52 | I was able to perform my work well with minimal time and effort. |  |  |  |  |  |
| 53 | I was able to complete my task on time. |  |  |  |  |  |
| 54 | I was able to complete my task qualitatively. |  |  |  |  |  |
| **Contextual Performance** | | | | | | |
| 55 | I understood others well, when they told me something. |  |  |  |  |  |
| 56 | I took the initiative when something had to be organized. |  |  |  |  |  |
| 57 | I took into account the wishes of the supervisor and peers in my work. |  |  |  |  |  |
| 58 | I came up with creative ideas at work. |  |  |  |  |  |
| 59 | I took on challenging work tasks, when available. |  |  |  |  |  |
| **Adaptive Performance** | | | | | | |
| 60 | I worked at keeping my job knowledge up-to-date. |  |  |  |  |  |
| 61 | I worked at keeping my job skills up-to-date. |  |  |  |  |  |
| 62 | I came up with creative solutions to new problems. |  |  |  |  |  |
| 63 | I easily adjusted to change in my work. |  |  |  |  |  |
| **Counterproductive Work behavior** | | | | | | |
| 64 | I complained about unimportant matters at work. |  |  |  |  |  |
| 65 | I made problems greater than they were at work. |  |  |  |  |  |
| 66 | I focused on the negative aspects of a work situation, instead of on the positive aspects. |  |  |  |  |  |
| 67 | I spoke with the colleagues about the negative aspects of my work. |  |  |  |  |  |
| 68 | I spoke with people from outside the organization about the negative aspects of my work. |  |  |  |  |  |

**II. After Marriage: Where (Strongly Disagree (SD)=1, Disagree(D) =2 , Neutral =3, Agree =4 ,Strongly Agree (SA)=5).**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **S.No** | **Parameters** | **SD** | **D** | **Neutral** | **A** | **SA** |
| **Job Involvement** | | | | | | |
| 1. | I fulfill all my work responsibilities. |  |  |  |  |  |
| 2. | I invest in my job even when under heavy pressure. |  |  |  |  |  |
| 3. | I succeed in my role at work place. |  |  |  |  |  |
| 4. | I focus and invest in work tasks eventhough family issues are disrupted. |  |  |  |  |  |
| 5. | The demands of my work interfere with my home and family life. |  |  |  |  |  |
| **Role Stress** | | | | | | |
| 6 | I think of quitting my job dueto excessive work. |  |  |  |  |  |
| 7 | The heavy workload makes me completely worn out at the end of the day. |  |  |  |  |  |
| 8 | The demands of my job make it difficult to be relaxed all the time at home. |  |  |  |  |  |
| 9 | My work schedule often disturbs my family members. |  |  |  |  |  |
| **Organizational Support and Work Culture** | | **SD** | **D** | **Neutral** | **A** | **SA** |
| 10 | My company has a separate Work- family friendly policy for work and life balance. |  |  |  |  |  |
| 11 | My manager gives clear guidance in support of daily tasks. |  |  |  |  |  |
| 12 | Manager gives recognition for good performance. |  |  |  |  |  |
| 13 | Manger is accessible to all employees. |  |  |  |  |  |
| 14 | Manager is fair to all employees. |  |  |  |  |  |
| 15 | Manager listens to my work-related problems. |  |  |  |  |  |
| 16 | Gives me aid in making work-related decisions. |  |  |  |  |  |
| **Time spent with family** | | | | | | |
| 17 | I go on vacation / leave with my family members every year. |  |  |  |  |  |
| 18 | I get time to do leisure activities. |  |  |  |  |  |
| 19 | I get too tired to carry on a conversation with my family when I get back home from work. |  |  |  |  |  |
| 20 | Ihave not been able to spend quality time with my family. |  |  |  |  |  |
| 21 | My family dislikes how often I am preoccupied with my work while I am home. |  |  |  |  |  |
| **Family support** | | | | | | |
| 22 | I get required support and cooperation from my family members (husband and in-laws) |  |  |  |  |  |
| 23 | I engage in problem solving with my family members to resolve conflicts |  |  |  |  |  |
| 24 | I am satisfied with my family life. |  |  |  |  |  |
| 25 | My involvement in my family puts me in a good mood and this helps me be a better worker. |  |  |  |  |  |
| **Career Management** | | | | | | |
| 26 | Iam able to get time and opportunity for pursuing advanced professional courses. |  |  |  |  |  |
| 27 | My family (husband and in-laws) supported me for higher study. |  |  |  |  |  |
| 28 | I don’t get time for the higher study due to lack of family support. |  |  |  |  |  |
| **Work Motivation** | | | | | | |
| 29 | I arrive at the office on time and do not leave early. |  |  |  |  |  |
| 30 | The work I do is interesting. |  |  |  |  |  |
| 31 | I am confident of my abilities to succeed at my work. |  |  |  |  |  |
| 32 | I do not blame others. I take responsibility for my part in mistakes. |  |  |  |  |  |
| 33 | I expect more accuracy in my own work as my employees. |  |  |  |  |  |
| 34 | I regularly think/worry about work issues when I am at home. |  |  |  |  |  |
| **Job Satisfaction** | | **SD** | **D** | **Neutral** | **A** | **SA** |
| 35 | I am often bored with my job. |  |  |  |  |  |
| 36 | I feel fairly well satisfied with my present job. |  |  |  |  |  |
| 37 | Most days I am enthusiastic about my work. |  |  |  |  |  |
| 38 | I find real enjoyment in my work. |  |  |  |  |  |
| 39 | I am satisfied from the recognition I get for good work. |  |  |  |  |  |
| 40 | I am satisfied from the chances of promotion. |  |  |  |  |  |
| 41 | I am satisfied with the amount of variety in my job. |  |  |  |  |  |
| **Work Life Balance** | | | | | | |
| 42 | I am able to manage my professional life and personal life |  |  |  |  |  |
| 43 | I am able to give attention for urgent family or personal issues immediately |  |  |  |  |  |
| 44 | My organization supports me in terms of combining professional life with family life. |  |  |  |  |  |
| 45 | I am always able finish my work without pending |  |  |  |  |  |
| 46 | I am happy to get nice sleep of minimum 8 hours at night |  |  |  |  |  |
| 47 | I always take my breakfast in the morning without hurry |  |  |  |  |  |
| 48 | I am satisfied with my weekend shopping and outing with my family |  |  |  |  |  |

**Individual Work Performance**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Task Performance** | | | | | | | |
| 49 | I manage to plan my work so that it is done on time. |  |  | |  |  |  |
| 50 | I keep in mind the results that I have to achieve in my work. |  |  | |  |  |  |
| 51 | I am able to separate main issues from side issues at work. |  |  | |  |  |  |
| 52 | I am able to perform my work well with minimal time and effort. |  |  | |  |  |  |
| 53 | I am able to complete my task on time. |  |  | |  |  |  |
| 54 | I am able to complete my task qualitatively. |  |  | |  |  |  |
| **Contextual Performance** | | | | | | | |
| 55 | I understand others well, when they tell me something. |  |  | |  |  |  |
| 56 | I take the initiative when something has to be organized. |  |  | |  |  |  |
| 57 | I take into account the wishes of the supervisor and peers in my work. |  |  | |  |  |  |
| 58 | I come up with creative ideas at work. |  |  | |  |  |  |
| 59 | I take on challenging work tasks, when available. |  |  | |  |  |  |
| **Adaptive Performance** | | | | | | | |
| 60 | I work at keeping my job knowledge up-to-date. |  |  |  | |  |  |
| 61 | I work at keeping my job skills up-to-date. |  |  |  | |  |  |
| 62 | I come up with creative solutions to new problems. |  |  |  | |  |  |
| 63 | I easily adjust to change in my work. |  |  |  | |  |  |
| **Counterproductive Work behavior** | | | | | | | |
| 64 | I complain about unimportant matters at work. |  |  |  | |  |  |
| 65 | I make problems greater than they are at work. |  |  |  | |  |  |
| 66 | I focus on the negative aspects of a work situation , instead of on the positive aspects |  |  |  | |  |  |
| 67 | I speak with the colleagues about the negative aspects of my work. |  |  |  | |  |  |
| 68 | I speak with people from outside the organization about the negative aspects of my work. |  |  |  | |  |  |

**Section B: Demographic information**

|  |  |  |  |
| --- | --- | --- | --- |
| **Name:** |  | | |
| **Email ID:** |  | **Contact Number:** |  |
| **Employer:** |  | | |
| **Designation:** |  | | |

1. Your age group?

Under 26 years

26-35 years

36-45 years

46-55 years

55 and above

1. How long have you worked for the organisation?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Years \_\_\_\_\_\_\_\_\_\_\_\_ Months

1. What is your highest level of Education?

* Diploma
* Bachelor’s degree
* Master’s degree
* Ph.D

1. What is your relationship status?

* Married and no Child
* Married and One child
* Married and two or more children
* Divorced
* Any other Please Specify ---------------------.

1. Being an employed woman, who looks after your children?
2. Spouse b) In laws c) Parents d) Servant e) Day care / Crèche

**Thank you for completing this questionnaire.**